Pregnancy in the Coast Guard

Homeland Security

Assistant Commandant for Human Resources

Office of Military Personnel

Policy

- Servicewomen are retained in the Service
- Expected to fulfill their professional and military responsibilities
- No exception from other personnel policies or preferential treatment by virtue of pregnancy
- Job/Watch modifications may be made on an individual basis

Responsibilities of the Commanding Of

- **Ensure that all hands are aware of the pregnancy policy**
- **Ensure that the pregnant servicewoman receives routine prenatal health care**
- **Provides counseling on:**
  - **The servicewoman's responsibilities to the Coast Guard**
  - **Military entitlements to maternity care while on active duty**
  - **The limited medical benefits available if the servicewoman is separated from the Service prior to delivery**
- **Ensure that the servicewoman's work environment is safe**

Responsibilities of the Servicewoman

- **Managing the pregnancy to allow for both military and family obligations**
- **Notifying her commanding officer of the pregnancy**
- **Performing military duties within prescribed limits**
- **Complying with all health and safety recommendations**
- **Seeking and following appropriate prenatal care**

Specific Limitations During Pregnancy

- No standing at attention or parade rest for more than fifteen minutes at a time
- All routine immunizations are suspended
- Participation in weapons/boat crew training, swimming qualifications, and any other physical requirements is prohibited
- No diving or rescue swimmer duty
- Light duty normally begins 36th-38th week

Specific Limitations (cont.)

- Beginning with week 28, a maximum 40-hour workweek must be observed
- No overseas travel after the beginning of week 28
- Transfer date of overseas orders is delayed for at least 60 days following delivery
- Flight personnel are grounded unless granted a waiver (valid only until the beginning of week 28)

Shipboard Duty Limitations

- **Time for medical evacuation to an adequate treatment facility may not exceed three hours**
- **May not remain onboard past week 20**
- **Resumption of onboard duties is not normally made for a period of four months following delivery**

Formal Training Limitations

- **Pregnant women may not enter initial recruit training or officer candidate school**
- **May not attend a Service school if entering third trimester prior to graduation date**
- **A servicewoman disenrolled for pregnancy will be afforded the opportunity to complete her training**

Maternity Leave

- **Commanding officers may grant sick (non-chargeable) leave without prior HQ approval, as follows:**
  - **Prenatal – not to exceed 30 days**
  - **Post delivery – not to exceed 42 days**
- **May add regular (chargeable) leave to the total at command's discretion.**

Questions?